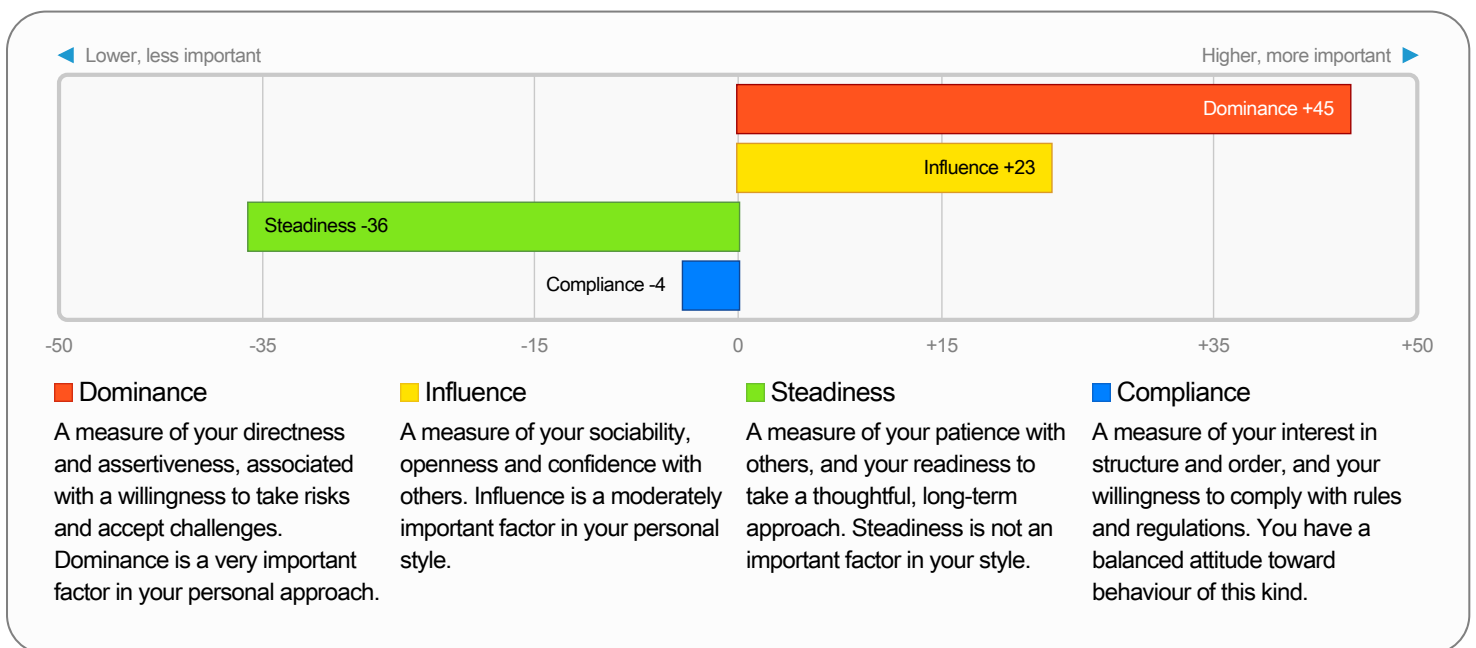


John Sample

Profile Created Wednesday 9 July 2003
 Report Printed Tuesday 13 October 2015



About Your Discus Feedback Report

An introduction to your personal report

Welcome to your Discus Feedback report

This report will give you some vital pointers to help you understand the way you currently behave, and to help you build an effective strategy to help you reach your goals.

We don't claim that this report can give you all the answers, but based on your responses to the personality questionnaire, we hope you'll find some important insights and useful life tips in this report.

What's in this report?

We've broken down the information in this report into a series of different sections, with each covering an important element of your personal behaviour.

About You

...describes your general approach to life and work

Your Core Values

...looks at your most fundamental motivating factors

Abilities, Strengths, Limitations

...highlights the unique abilities that arise from your personal style

Personal Development

...suggests ways to develop your personal style to meet your aims

Relating to Other People

...talks about how you interact with other people

Your Work Style

...looks at your work skills, and how you put them into action

Planning Your Career

...suggests optimum career paths based on your personality

How To Read Your Report

Important information about your report's contents

Important information about this report

Your report has been compiled from your answers by an automatic process based purely on the answers you gave to the questionnaire. That means that it's completely objective, and it's also direct - in assessing your existing strengths, and also in making suggestions that might help you develop towards your goals.

While reading your report, it's important to be aware of a subtle effect that psychologists call *confirmation bias*. In the context of a report like this, that means that most people will tend to agree with the most positive comments about themselves, and reject less positive remarks. Often, though, it's exactly the suggestions that challenge preconceptions that are the most useful, so try to weigh the contents of the report accordingly.

That doesn't mean that we insist everything in this report must be true! The details given here are based on your answers to the questionnaire, and we hope you'll find them truly useful in helping to understand yourself, or at least give you some important topics to think about. However, the personalities of human beings are immensely variable - probably infinitely so - and a simple test like this can only cover a finite number of possibilities.

With all that in mind, we hope you find much in your report to engage your interest and suggest possibilities for the future.



Important: Don't skip this section!

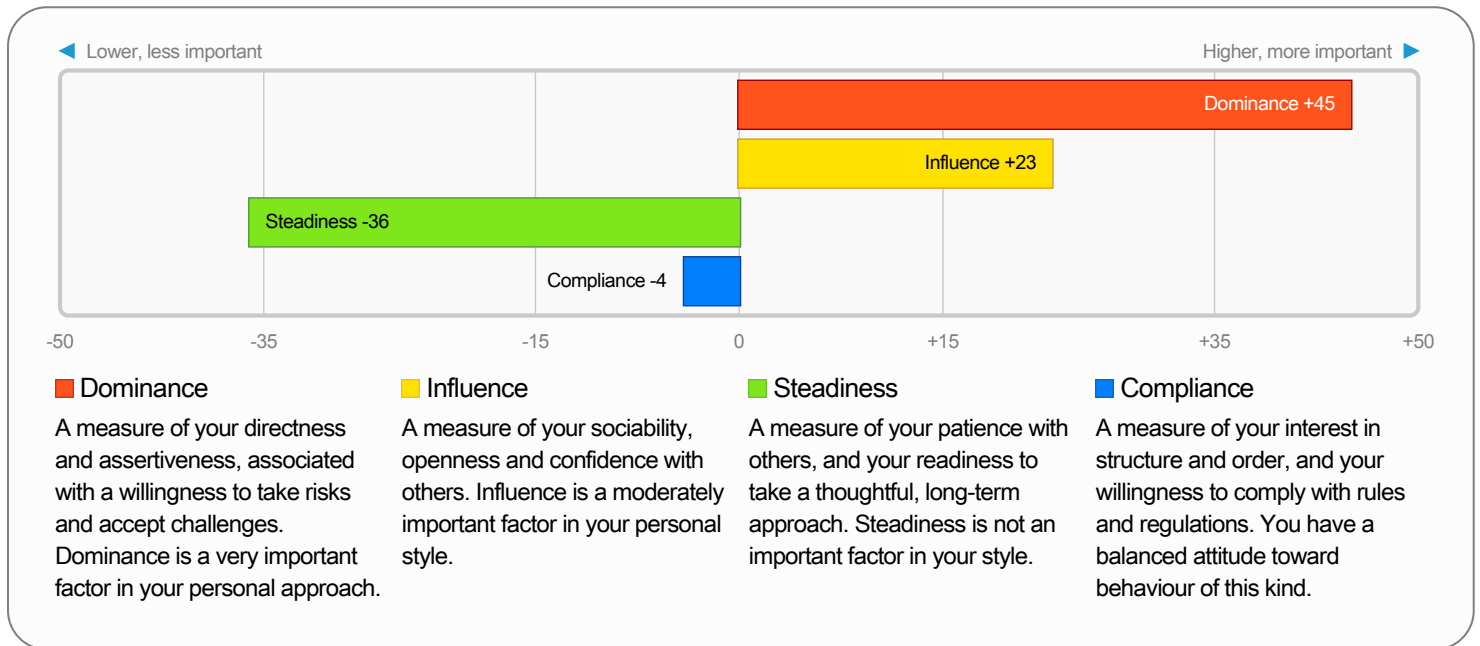
If you want to get the most out of your report, you'll want to take a few minutes to absorb the important information on this page.

About You

An introduction to your personal style

What are the most basic elements of your personality?

We analyse the answers you gave to the questionnaire to work out the values for four fundamental factors in your personal style. From the combinations of these values, we can tell a great deal about your personality. These four most basic factors are shown in this graph:



So, what does that mean in practice?

You're a motivated individual, dynamic and energetic, who's always ready to take direct action, or respond rapidly to changing events. You're a person who prefers to act directly, rather than consider or discuss matters, and you'll want to see results as rapidly as possible.



How are these scores calculated?

Your results are created from your answers to the questionnaire using a profiling system known as DISC (from the initials of Dominance, Influence, Steadiness and Compliance). DISC is widely used in professional personal assessments, and we use the same underlying theory to give you a personal report built using professional techniques.

About You

Continued...

What are your most important traits?

Some of the most prominent personality traits in your style are listed here:

- **Pace**
Displaying an urgent and dynamic attitude.
- **Urgency**
Seeking to achieve results as quickly and directly as possible.
- **Energy**
Possessing a driving and self-motivated character.
- **Adaptability**
Being ready to adjust to sudden changes or new developments.
- **Motivation**
Having the energy and positive attitude to seek achievement.



Handy hint

The word *trait* just refers to any distinct feature or element of your personality. If you're unsure about any of the terms used in this report, remember that you can always check the Glossary.

What are your most important values?

You're motivated by new experiences and new challenges, and so you value novelty, originality, and the chance to explore untried possibilities. You also value a motivated attitude in others, and you can become quite impatient in situations where you feel others aren't demonstrating sufficient commitment to a task.

Values are an important feature of any personality, and you can find out more about your particular set of values in the 'Core Values' section later in this report.

About You

Continued...

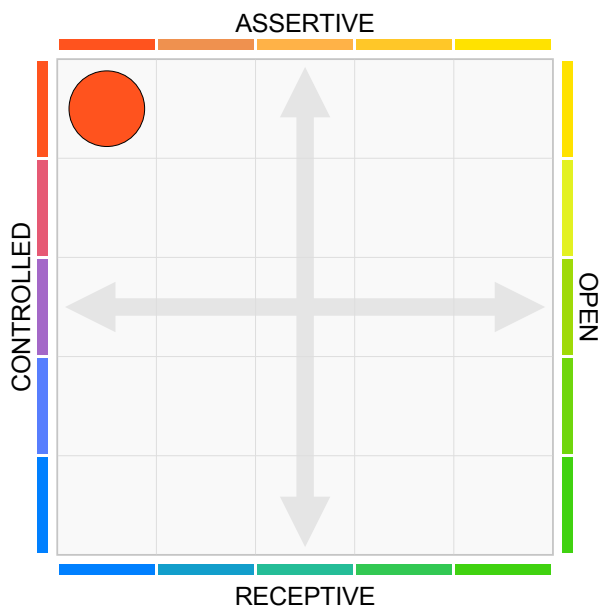
More about your general approach

Here's a selection of 'Style Keynotes' that highlight various important features of your personal style:

- You're a quick-thinking person, with a capacity to reach decisions quickly, and to take control of a situation where necessary. You also have strong interpersonal skills, and you're capable of communicating with others in a sociable and persuasive way.
- You're motivated by challenge, and you deal effectively with demanding situations of the kind that others might find stressful or difficult. You're also capable of dealing with conflict or disagreement, and you're quite prepared to make a stand for your own position.
- You're a powerfully self-reliant individual, who's not afraid to take charge of a situation where necessary. Your commanding and dominant style are such that others are usually willing to follow your lead.

How does your personal style compare with other people?

The chart below divides personalities up into twenty-five blocks, and is set up in such a way that people are divided more-or-less equally across the chart (that is, each block generally contains about 4% of the population as a whole). We've marked the block that contains your style so you can see how it compares with the other possibilities.



Your style is highly Assertive, and also highly Controlled.

Assertive

A measure of willingness to take direct action, or to take charge of a situation. This is a very strong feature of your personal style.

Controlled

A measure of self-reliance, relating to an analytical and precise approach. This is a very strong feature of your personal style.

Open

A measure of a person's willingness to communicate freely and express their ideas. This kind of behaviour rarely appears in your personal approach.

Receptive

A measure of acceptance of others, and a readiness to show patience and caution. This kind of behaviour rarely appears in your personal approach.

Your Core Values

The heart of your personality

What are 'Core Values'?

For most people, the driving forces behind their approach to life can ultimately be summed up in terms of a few brief concepts. These concepts are referred to here as 'Core Values': they're the internal 'signpost' we use to judge situations, and work out how to react to them.

How do Core Values work?

For example, let's say you're a person who values 'Challenge'. If that's the case, you'll actively seek out situations that provide you with the challenging conditions you prefer, and avoid those that don't. You'll also tend to judge events and people depending on the extent to which they fulfil this particular need.

What are your Core Values?

In this section, we've selected a few Core Values that closely match your own personal style. These are the kinds of values that underlie the way you look at life, and the way you form judgements about the events and people in your life.

- Urgency

Achieving effective and concrete results is important to you, and you prefer to do so in the minimum time possible. You're a person who prefers to act directly than take time to plan or analyse, and you can respond to changing situations in a flexible and adaptable way. You'll often tend to judge others on the extent to which they show a similarly responsive attitude.

- Challenge

With your rather urgent sense of pace, you're a person who'll quickly become bored in conditions lacking in opportunity or variety. Instead, you look for situations that will challenge your abilities, and allow you to achieve success against difficult odds. This aspect of your personality also tends to make you competitive in your general outlook.

- Progress

You're a person who likes to feel that you're moving forward. You can quickly become demotivated in situations where you're prevented from taking direct action, or where you don't feel in control of events. Rather, you'll want move towards your goals as directly as possible, and this sense of progress and achievement forms one of your most important values.



Positive and Negative

Core Values aren't always positive in their effects: they can have a negative impact, too. Events or developments that challenge these basic values can lead to responses ranging from disinterest to discomfort. So, an understanding of the Core Values that lie at the heart of your personal approach to life can be extremely helpful in understanding how and why you react the way you do.

Abilities, Strengths, Limitations

Understanding the advantages, and the limits, of your style

What you'll find in this section

Every different type of personality has its own distinctive strengths, and its own distinctive abilities that stem from those strengths. Those same strengths and abilities are always - without exception - balanced by limitations and disadvantages. The key to making the most of your personal style is understanding where your strengths and limitations lie. Armed with that knowledge, you can take maximum advantage of your strengths, while avoiding potential problems arising from your personal limits.

In this section, you'll find a breakdown of your most important areas of strength, each shown with all its related advantages, abilities and limitations.

Pace

Strengths You're a person with a strong sense of pace and dynamism. You have the personal energy to motivate yourself, and an element of drive in your style that will help you to reach your goals in life. Your quick-thinking nature also gives you a sensitive side, so that you're often able to notice matters of detail that others might miss.

Limitations Your urgent attitude and your direct style can lead to others seeing you as impatient at times, or a little insensitive to their needs. If you need the support of others to achieve your goals, it will be worthwhile taking time to show a more patient and accepting side from time to time.

Energy

Strengths You're a person with drive and pace, who has an energetic and motivated style. You'll often find yourself at the centre of events, and your profile suggests that you're quite happy and confident in a pivotal role of that kind.

Limitations Your personal style has an element that's strongly confident, but you can sometimes be unreceptive to other, or even impatient with them. Your positive approach works well in relaxed and open situations, but it may be less effective in a more formal or pressured situation, where a cooler, more considered attitude will often prove more effective.

Dynamism

Strengths You're a 'go-getting' type of person, who prefers to act rather than plan, and to take matters into your own hands rather than wait for others. These traits combine to make you highly dynamic in style. In situations where the correct course of action isn't clear, you're ready to follow your instincts and make a definite decision, and to drive events forward in a powerful and determined way.

Limitations The advantage of dynamism is highly dependent on the situation: what is effective and decisive action in one scenario can be seen as uncontrolled impulsiveness in another, and that makes it important to consider the needs of a particular situation before acting. Some circumstances really do demand planning and discussion before they can go ahead, and in cases like this, a

driving and determined approach may
be counterproductive.

Personal Development

Directions for change in your personal style

What is 'personal development'?

As well as building a picture of your personality as it stands at the moment, we can also extrapolate from that picture to identify the kinds of changes or adaptations you'd likely want to see in your approach. These adaptations are typically due to your perceptions of how you ideally need to behave to fit into your current life situation.

Personal Development is the process of adapting your personal style to meet these perceived requirements. In this section, we look at the kinds of directions you seem to be wanting to develop your style (based on your answers to the questionnaire, of course). Where possible, we also offer a range of helpful advice to guide you towards those goals.

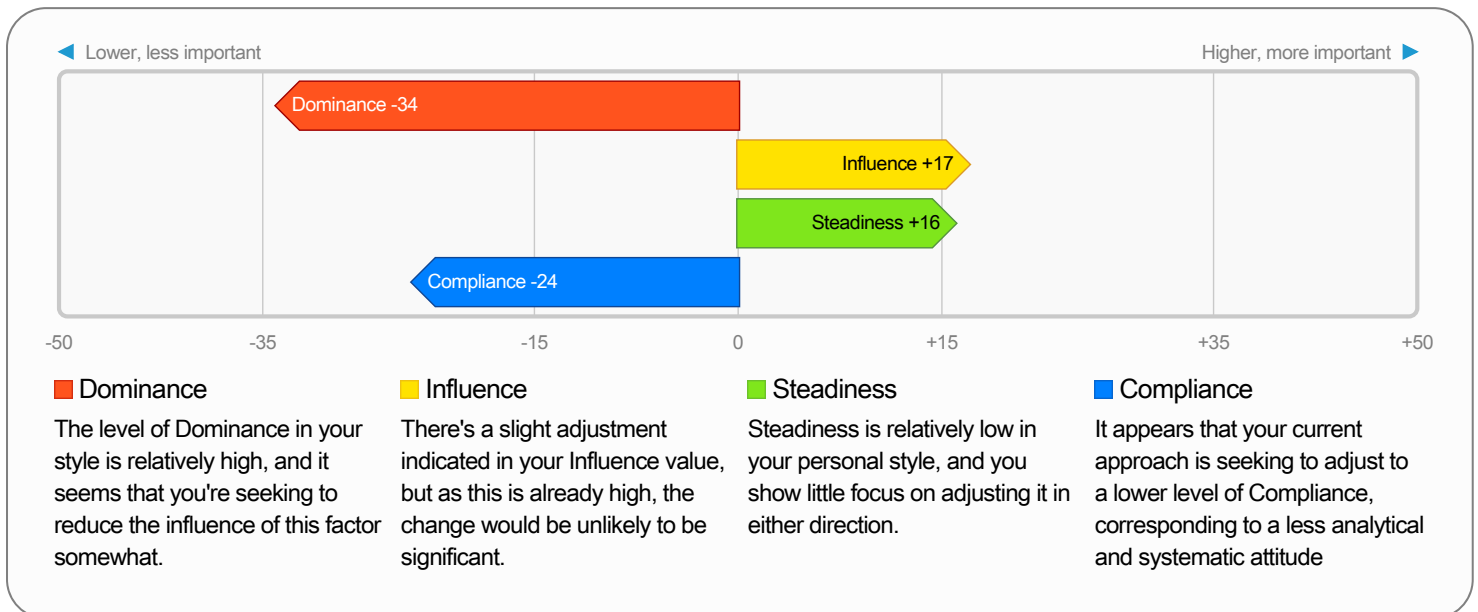


Judge for Yourself

The Personal Development guidelines discussed in this section are calculated from the results of your profile, but only you yourself are qualified to judge the extent they apply to your own situation. More than any other section of this report, it's important to treat these comments as objective advice, rather than definitive statements.

Changes shown in your results

This chart shows the changes in terms of your four main personality factors: Dominance, Influence, Steadiness and Compliance. Longer arrows indicate greater potential for change in your approach, for that particular factor. Values increase to the right of the graph, so arrows pointing right indicate that you're seeking to increase the factor in question, while arrows pointing left suggest that you're looking to decrease the factor's importance.



Personal Development

Continued...

What these changes mean in practice

The weight of the changes suggested by your profile are towards a more sociable, personable approach. You seem to feel the need to integrate more easily with those around you, and to show more patience and openness to their views. In consequence, you'll also be looking to take a less formal and direct approach than is normal to your style.

Making a change

A useful way to approach change like this is to break it down into simple steps, and think about applying each of those steps in your work and home life. Based on this assessment of your personal development targets, these are some simple approaches to change that you might find effective:

- You can sometimes be prone to judging others in a rather formal way, considering their comments in rather black-and-white terms. Instead, try to develop a more open approach to others, interacting on a more positive personal level rather than one based on rational assessments.
- You have something of a tendency to judge others' views in a relatively analytical way. While it's unquestionably valid to consider the facts of a matter, you may find it worthwhile to try expending a little more effort to consider things from a more personal perspective, and trying to see matters from another person's point of view.
- There are times when you can be powerfully determined to achieve something, and you can become quite assertive in pursuit of your goals. Remember that the direct route is not always the only way to reach your target, and sometimes cultivating relationships and engaging with other people on a positive level can be more persuasive than a blunt or direct approach.

Relating to Other People

Interacting with those around you

How do we relate to one another?

Relationships with others are probably the key component in any discussion of personality: in fact, how we perceive others, and how others perceive us, lie at the heart of what 'personality' means.

When it comes to relating to others, it's simply not possible to understand their motivations and intentions directly: instead, it's normal to consider others' behaviour through the filter of your own attitudes and presumptions. This 'filtering' effect can have an enormous effect on the way you understand others, and on the way that others see you.

Understanding others

In this section, we look at the most important aspects of your personality when it comes to understanding and judging those around you. These are the most important things you look for when you're interacting with others, and they also help to define the kinds of preconceptions you bring to bear in communication.

- You enjoy interacting with others, and you're an effective communicator, especially in more favourable circumstances. Under more pressured or antagonistic conditions, though, the direct and demanding side to your style can be expected to emerge. In conditions like these, you can show a much more impatient attitude to those around you.
- Your response to others will tend to vary according to the particular details of your situation. In more open and informal situations, your own social side will likely show itself, and though you're not as extrovert as some, you do have an expressive side. In more pressured or competitive situations, though, you can become considerably more competitive and controlled in style.
- In life in general, you're a directly assertive individual: that is, you'll rarely hesitate to act, or pause to worry about the possible consequences of your actions. This is true in your dealings with others, too, though to a slightly lesser extent. You're ready to show an open and expressive side with others, though your level of assertiveness can be markedly lower in a social setting than under more challenging conditions.

Relating to Other People

Continued...

How others relate to you

Your own presumptions will necessarily affect your understanding of others' personal styles, but this is equally true of everyone else. In the same way that you tend to interpret others' attitudes in your own terms, those around you will also be applying their own 'filters' to your behaviour. Those filters can be extremely varied, and there isn't space to go into all the possible combinations here, but it is possible to make a few general comments.

- Your extremely direct style may sometimes be difficult for others to approach, especially those who don't share your forthright attitude to life. If it's important for you to understand others' points of view, you may need to take time to show a more patient and understanding approach in order to persuade them to express themselves freely.
- The reactions of others to your style will tend to depend on the circumstances. In more relaxed conditions, you can be open to others and expressive of your own ideas, but you have a more competitive side to your style, too, and you'll tend to respond to challenges by showing a more directly assertive approach.
- Others' reactions to you will tend to depend on their own attitude to life. Less assertive individuals can sometimes find your dominant attitude to be a little difficult to accept, whereas those who share elements of your own naturally assertive nature will tend to be rather more receptive to your general approach.

Learning to communicate more effectively

You're a person with a dominant and responsive attitude, who's capable of interacting with others in a positive and confident way, but who also has the capacity to show a more direct and assertive attitude when faced with challenges. You're not a patient person, and this can lead others to see you as impulsive at times, but it also makes you an adaptable communicator who can adjust your approach to suit different situations.

A consequence of your active and impatient attitude is that you tend not to take time to truly absorb and consider others' suggestions or comments, and you'll rarely take time to analyse a situation in detail. Because of this, you tend to communicate with others on a relatively broad and general level, rather than addressing the specifics of a situation. Sometimes showing greater interest in the facts of a matter can lead you to a more informed opinion.

Your Work Style

How your personality affects the way you work

What is your 'work style'?

Success in the work arena is as dependent on your personal style as any other aspect of life. In this section of your personal report, we look at the ways your particular defining characteristics will tend to affect the way you operate in a working environment. We also look at how you're likely to behave in some common working situations.

Your most important work skills

Every different personality type has its own associated set of work skills, and of course there are very many of these, depending on the detailed circumstances and the requirements of a particular job.

Here, we select some of the most important work skills suggested by your profile style.

- **Pace**
One of the defining characteristics of your style is an attitude of urgency and pace. You like to achieve results quickly, and this lends you a highly efficient and dynamic attitude in the workplace. Your motivated attitude can in turn help to energise those around you, and to ensure that tasks are completed as rapidly as practically possible.
- **Adaptability**
You're a flexible and responsive type of person, who's ready to make changes to achieve the most effective results possible. Despite your assertive style, you're open to the arguments of others, and if you can see that a new approach to a problem will yield better results, you're ready to adapt as needed.
- **Energy**
You have a motivated and enthusiastic approach, and also a readiness to try new things and explore new possibilities. Your energetic style means that you deal well with change, and accept new developments relatively easily.

Your Work Style

Continued

Performance in a leadership role

You have a style that's likely to be effective in many kinds of leadership role. Your significant personal motivation, along with your communicative abilities, will often help motivate those around you. You also have a keen practical sense, and you're capable of focusing on achieving a task when need be. You're an urgent type of person, too, and you'll look for a similar level of responsiveness from your team.

Performance as part of a team

There's a rather commanding aspect to your style, and in a team situation this is especially likely to show itself, so that you'll normally seek a position of significant influence within a group. That's especially true in more challenging circumstances, or where you feel that the team is failing to perform to its full potential.

Planning Your Career

Finding a role that suits your personal style

What types of roles suit you best?

The key to successful career planning is to identify roles that match your natural abilities, so that they can provide a working environment where you not only feel engaged and motivated, but also make the most effective use of your natural talents. In this section, we look at some of the types of roles that will suit your style particularly well.

Remember that this analysis is based specifically on your *personality style*, and no other factors. Many of the roles or careers that we discuss here will also involve specialist interests, abilities or skills that lie outside the realm of this assessment. Those factors aside, these are the types of roles that match your particular personal approach.

- **Journalist**

If you have a talent for writing, perhaps journalism is a career path worth considering. You certainly have the drive and force of personality to follow a story, and though you can be friendly and persuasive, you're equally capable of aggressively chasing down a lead. The more urgent side of your style means that you'll also likely fit in with the fast-paced environment associated with most jobs in this field.

- **General Management**

Your blend of persuasive interpersonal skills with a determined and decisive style gives you an approach that is well suited to a whole range of general management roles. Conditions where a team needs to be co-ordinated by a motivating and dynamic leader will be ideally suited to your particular range of talents.

- **Marketing Consultant**

A consultancy role of this kind will benefit from a capacity to rapidly appraise an existing marketing strategy, together with the creative and original style to develop new strategies and present innovative ideas. You have all these features within your style, as well as the directness and communicative abilities to express your ideas and persuade others to accept them.

What other types of roles suit you well?

Here are a selection of further roles from our careers database that might match the approach described by your personality style:

- Politician
- Entrepreneur
- Public Relations
- Business Consultant
- Negotiator

Planning Your Career

Continued

Using this report in your CV

When preparing a CV (or *résumé*) many people include a short summary of their personal style as part of their self-description, and the contents of this report should be helpful in defining the type of information you could include in your own CV. If you want to create a self-summary like this, the following template is tailored to your personality style, and should provide a helpful starting point.

“ I'm an animated and dynamic type of person, who actively seeks new challenges and communicates with others in an enthusiastic and motivating way. I'm assertive and confident, and capable of dealing equally well with challenging and pressure-filled situations, and with those that need a more social and persuasive approach. ”

You might also find it useful to list your most important personality traits. These are listed in the 'About You' section of this report but they are reproduced below for your convenience:

- “
- **Pace**
Displaying an urgent and dynamic attitude.
 - **Urgency**
Seeking to achieve results as quickly and directly as possible.
 - **Energy**
Possessing a driving and self-motivated character.
 - **Adaptability**
Being ready to adjust to sudden changes or new developments.
 - **Motivation**
Having the energy and positive attitude to seek achievement.
- ”

Glossary of Terms

Confirmation bias

A common tendency to focus on comments that reinforce preconceptions, and disregard or reject those that challenge existing ideas.

Core value

One of the most fundamental underlying values of a personality, from which actions and behaviours tend to ultimately originate.

Filter

A series of expectations and presumptions applied by one person to another's behaviour, based on their own personal style.

Role

A set of expected or required behaviours related (for example) to a particular job.

Trait

A general term for any identifiable factor or element of the personality.